# Worksheet for *Bringing Gender In*

# Step 1: Bringing Gender in at the Start

## What can do you about gender before the commissioning conversation?

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## What can do you about gender at the commissioning conversation?

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# Step 2: Bringing Gender into the Policy Issue

## What groups by gender may be affected by the policy problem?

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## How might groups by gender have different needs or experiences?

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How might the groups of women and men you’ve identified have different expectations or priorities about what needs to happen?

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Are there legal obligations or international commitments that need to be considered?

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Can you reframe your policy problem to ensure that gendered issues will be considered in the process?

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# Step 3: Bringing Gender into the Policy Options

How does each option address the issues for groups of women and men raised in   
Step 2?

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## Are there groups of women and men that may be indirectly affected by your proposed changes?

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## What changes can be made to your options to improve outcomes for women and reduce or eliminate any negative impacts?

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# Step 4: Bringing Gender into Engagement

## How will you engage with groups by gender in your policy process?

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## Will you consult with groups of women directly in your policy process?

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# Step 5: Bringing Gender into Implementation

## How will you effectively include gender differences in your implementation?

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## Consider whether separate implementation actions are needed for different groups by gender

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# Step 6: Bringing Gender into Monitoring and Evaluation

## How will you test whether, and in what ways, the situation for groups of women and men has improved?

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## How will you ensure that monitoring systems collect data by gender and other relevant identity factors such as ethnicity?

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How will evaluators be fully informed and prepared to evaluate by gender?

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How will the policy intervention be changed if it is not delivering as expected?

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# Step 7: Bringing Gender into a Cabinet paper

## Summarise and shape the thinking you have done to date

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## How significant might gender implications be for your policy proposal?

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